

KSWO, KKTM-LP
EEO PUBLIC FILE REPORT
February 1, 2021 through January 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Meteorologist	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	30
News Producer	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	30
Digital Content Producer	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	32
News Producer	1-5,7-8,11-12,18-19,22-25,30,32,34,36,38,48	38
Marketing Producer	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	30
News Specialist	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	32
Promotions Manager	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	32
Marketing Producer	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	18
Master Control Operator	1-5,7-8,11-12,18-19,22-25,30,32,34,36,48	30

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Division of Vocational Rehabilitation 1332 NW 53r St. Lawton OK 73505 800-487- 4042 Debra Leffler: dleffler@okdrs.gov	Y	
2	Public Private Partnership Office BLDG 4700 Mow Way Rd 3Rd Floor, Ft Sill OK 73503 580-558-7101 Shannon Jackson: shanns.s.jackson.ctr@mail.mil	Y	
3	Providence Baptist Church PO Box 427, Burkburnett, TX 76354 940-569-1231 Carl English: ceenglishsr@yahoo.com	Y	
4	Caddo Kiowa Technology Center PO Box 190 Ft Cobb, OK 73038 405-643-3205 Gina Willits: gwillits@mycktc.com	N	
5	Cameron University 2800 W Gore BLVD Lawton OK 73505 580-581-2200 Jacob Johnson;hirecameronaggies@cameron.edu	N	
7	Great Plains Technology Center 4500West Lee Blvd Lawton OK 73505 580-3556371 Sunny Leavell: sleaveil@greatplains.edu	N	
8	KCCU Radio Cameron University 2800W. Gore BLVD Lawton OK 73505 888-454- 7800 Doug Cloe: dcole@cameron.edu	N	
9	Midwestern State University 3410 Taft Blvd., Wichita Falls, TX 76308 940-397-4407 Stephanie Sullivan careermanagement@mwsu.edu	N	
11	Oklahoma State University 360 Student Union Stillwater OK 74078. 405-744-2242 Kristen McCoy: carerrs@okstate.edu	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Red River Technology Center PO Box 1807 Duncan OK 73534 580-255-2903 S. Loveday: sloveday@rrtc.edu	N	
13	Rogers State University 1701 Will Rogers, Claremore, OK 73534 918-343-7864 Calli Knight hirehillcats@rsu.edu	N	
14	Southwest Adventist University Southwestern Adventist University Dept. Of Communications Keene TX 76059. 817-202-6790 Michael Agee: magess@swau.edu	N	
15	Comanche Nation Workforce Georgia Gibson: georgiag@comanchenation.com	N	
16	Texas tech University PO Box 43082 Lubbock TX 79409 806-743-6500 Amanda Perez: acperez@ttu.edu	N	
18	Indeed.com	N	6
19	University of Mary Harden-Baylor UMHG Bay 8415 Belton TX 76513 254-295-7696 Don Owens: careercenter@umhb.edu	N	
22	Western Oklahoma State College 2801 N Main. Altus OK 73517 580-477-2000 April Nelson: April.nelson@wosc.edu	N	
23	Work Services Corporation 3401 Armory Rd. Wichita Falls, TX 76302 940-766-3207 Billy Hill: bhill@workservicescorp.com	N	
24	Workforces Solutions of North Texas 4309 Old Jacksboro HWY STE 300 Wichita Falls, TX 76302 940-322-1801 Kody Mass: kody.mass@ntxworksolutions.org	N	
26	Workforce Oklahoma 1711 SW 11th St. Lawton OK 73501 580-357-3500 Sharon Chibitty Fax 580-357-9629	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	University Of Central Oklahoma Juliet Smith: careers@uco.edu 405-974-3346	N	
30	KSWO.com	N	17
32	Referrals: Employees, Clients, Vendors	N	6
34	Job Fairs	N	
36	Well Dunne Talent. Kate Bacon: kate@welldunnetalent.com : http://blogwelldunnetalent.com/category/jobs	N	
38	Linkedin; linkedin.com	N	1
40	National Association of Hispanic Journalist 1000 National Press BLDG Washington DC 20045 888-974-1386 Mark Botero; www.nahjcareercenter.com	N	
48	Non Profit of Center of Wichita Falls, TX 940-322-4961 Marla Malone: marla.malone@msutexas.edu	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events sponsored by education institutions	<p>3-10-2021 Weather Day Zoom Class Central Middle School Lawton, OK by Meteorologist</p> <p>9-09-2021 Weather Day Zoom Class Horace Mann Elementary Duncan, OK by Meteorologist</p> <p>10-27-2021 Weather Day Zoom Class Cyril Elementary School Cyril, OK by Meteorologist</p> <p>11-1-2021 and 11-3-2021 High school Senior Job shadowed with the News Department.</p>
2	Career Fairs	<p>3-09-2021 Red River Expo Job Fair by Zoom, by News Director</p> <p>4-7-2021 Virtual Gray Day Job Fair by Zoom, by News Director</p> <p>10-22-2021 Duncan Area Job Fair by News Director, Business Office Coordinator, Sale Manager and Local Sales Manager.</p>
3	Internship Programs	<p>2-2-2021 through 5-03-2021 two students from the University of Oklahoma (OU) interned in the News department. They were supervised by New Director</p> <p>5-27-2021 through 8-12-2021 two students from the University of Oklahoma (OU) interned in the News department. They were supervised by New Director</p> <p>9-17-2021 through 12-19-2021 two students from the University of Oklahoma (OU) interned in the News department. They were supervised by New Director</p>

4	Participation in Company training	<p>January – April 2021, our General Sales Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p>
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